2012-2013 Management Salary Plan Applicable to Unrepresented Non-safety Managers and Professional Attorneys, including the City Administrator and the City Attorney (Management Salary Plan 1)

- 1. This Management Salary Plan sets forth a plan for salary and benefit adjustments for certain unrepresented management employees for the period of July 1, 2012 through June 30, 2013.
- 2. This Salary Plan will apply to all non-safety management employees and professional attorneys not represented by a recognized employee organization, including the City Administrator and the City Attorney.
- 3. Vacation Cash Out: The management Vacation Cash-out provision contained in the Management Performance and Compensation Plan will be discontinued indefinitely, subject to the following:
 - A. On or before July 30, 2012, employees will be given a one-time final opportunity to cash out up to 40 vacation hours;
 - B. After the cash out, the City Administrator may distribute total savings from any vacation amounts that eligible safety and non-safety managers elected not to cash out to all unrepresented managers eligible for the cash out (including those who exercise the cash out option) on an equal per capita basis as a lump sum payment; and
 - C. The vacation accrual maximum will be increased to 392 hours effective July 1, 2012.
- 4. Cafeteria Plan: Effective January 1, 2013, the City's monthly contribution to the cafeteria plan for the purchase of health and welfare benefits will be increased by \$116 per month for both Group 1 and Group 2 managers.
- 5. The Management Performance and Compensation Plan and the Professional Attorneys Compensation Plan, will be amended, as necessary, to include these changes to compensation and benefits.